



IF IT WON'T HELP
WIN THE WAR —
FORGET IT!

▽ PLUMB ▽



ANVIL CHORUS

"The Difficult Thing May
Be Done Right Away. The
Impossible Takes a Little
Longer."

PRESIDENT'S Editorial



MORE ABOUT THE FOUR FREEDOMS

By M. B. P.

Several folks who read last week's editorial about "Flexibility — Your Ace in the Hole", and the reference to the Four Freedoms, asked for my views on the Four Freedoms.

The **first** and **second** Freedoms of Speech and Religion have been commonly enjoyed in the United States for 160 years. These Freedoms I think we can place in the category of freedom to breathe fresh air, and freedom to drink water. They are so basic nobody argues about them. They really don't justify the amount of attention the framers have directed to them.

The third Freedom — the Freedom from Fear — I wonder if it is just as desirable a freedom as is indicated. Anybody who courageously tackles a new problem can't help but do so with some fear that perhaps it won't work out very well. The courageous person taking a chance doesn't ask anybody to shield him from the fearful consequences. He takes chances with his eyes open.

The Pilgrim Fathers didn't ask anybody to guarantee them any freedom from fear when they crossed the ocean to found a new country. I think that a reasonable amount of fear that goes with any new venture is the spice that makes the venture interesting. If we're going to be so shielded in the future in our various activities that we'll have nothing to be afraid of, then I'm afraid we're going to develop into a nation of softies. If we prize our liberty, if we demand that our nation be well run, if we insist that opportunities are available, then we should prize the opportunity to take chances and to do so with all the consequences of taking those chances. Taking chances has sharpened wits and brought progress. Let's not ask to be shielded from fear.

The fourth Freedom — the Freedom from Want — I editorialized upon last week. Nobody wants the W. P. A. as their objective. We want the positive freedom of individual initiative. When we ask freedom from want we can obtain such a guarantee only from government. Whenever you get something from government you have to give up something in return. Nobody should be permitted to starve in this country, but on the other hand, let's have a positive freedom and not a negative freedom. Let's have the positive freedom of individual initiative.

If we can build this nation into a nation of people who are encouraged to take chances, are encouraged to use their initiative, then we will have the kind of a nation I think we all want to live in.

We want to encourage the freedom of initiative to invest money in the new and untried ventures. We want the freedom of initiative to invent new ideas and receive patent protection thereon. We want the freedom of initiative to be recognized by compensation that will suit the job and not compensation leveled off to a standard that does not recognize initiative and ability.

When the necessary war restrictions are over then we want the freedom to build any kind of a gadget or product that anybody wants to build with any kind of finish, plated or not plated, sold at any price the public will pay, irrespective of ceilings, etc.

With complete freedom (but without license) and with encouragement from government rather than suppression from government, I believe as a nation we can move ahead. Let's not be kidded by the four freedoms that we've heard so much about. We should assume the freedom of religion and freedom of speech are too common to really talk about any more. Let's enjoy the freedom of being scared when we take a chance.

Let's set up a fifth freedom — the freedom of individual initiative. This freedom is self-generative and self-motivating and places within our hands the tools to give ourselves our own guarantee. Let's not ask a beneficent government to give us guarantees, let's ask government to get out of the road so we can seize our tools and carve out our own destinies. It's lots more fun and we'll get lots further.

Underwrite Your Freedoms By Buying More Bonds -- Now!

News of YOUR Department



Transfers
Promotions
Unusual Doings
Hobbies

Johnny, Mike, Pete and Mary
Sports - Ideas - Photos

News of Boys
in Service
Marriages
Births

THE ANVIL CHORUS

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Editor — R. C. Walter

Photographer — Jack O'Brien
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All Plomb Toolers at home and
 in the armed services

Permission to use any material in
 this issue gladly granted if you
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COMING EVENTS

Factory Supervisory Meetings
 June 15 and 16
 War Films Watch for announce-
 ments of monthly show-
 ings at Club House
 Family Day June 28
 Plomb Picnic July 15

A THOUGHT FOR TODAY

Satisfy your want and wish
 power by overcoming your
 can't and won't power with
 CAN and WILL power.

CHARLES L. WHEELER

President and General Manager
 The Salt Lake Hardware Co.

ANNIVERSARY PINS

Factory - Los Angeles—
 GENE HARRIS 12 years
 CLARENCE HENDRICKSON 3 years
 LOUIS LAUFMAN 3 years
 CHARLES RASNER 3 years
 DORA STYX 3 years
 MARION NESS 2 years
 Chicago Plant—
 JOHN GRAY 3 years
 SALVATORE LaNASA 2 years
 EMILY SMETAK 2 years

COMMUNICATIONS DEPARTMENT

Norma Hogan

NORA WHITAKER and MOLLY MAYO, the two girls that work in the file room part time will be leaving us this week. They are both graduating from high school, and will be going away for the summer.

— BUY WAR BONDS —

BILLING DEPARTMENT

Observations at the party — The rumba should never be danced without an olive held lightly in the lady's left hand. See RAE NASSAR and JOHNNY KANA for further information on this subject.

Billing Dept., wishes to thank the Order Dept., and Stockroom for the nice party. A good time was had by all. We must have more of them.

— BUY WAR BONDS —

NORTH OFFICE NEWS

DWANE BRICE, who returned hurriedly from his eastern trip because of the illness of his wife, reports this morning that she is much better.

Comments from this section of the organization indicate that the meeting yesterday was a success. Most of us will be looking forward to the announcement of the same type of meeting at some time in the future.

We very much regret to report that PATTY WILSON GELDERMAN has received word this morning that her husband, who is a gunner on a Flying Fortress, is "Missing in Action"

— BUY WAR BONDS —

METALLURGICAL DEPARTMENT

By Dave Messenger

The Heat Treat Department breathed a big sigh of relief as "Genial" GENE HARRIS returned from his vacation. ANDREW WOLD of the Degreasing Department was unanimously elected as Chief Bond Salesman of the Annealing, Heat Treat, and the ever-reliable Steel gang. From all reports brought to our attention Andy is somewhere near the bottom but we have his pledge that he will sell everyone an extra bond or quit his job.

Brother Wold is also a member of the newly created Plomb band, and, from all indications, should be an outstanding figure when it comes to giving out with HOT LICKS.

DISTRIBUTION SERVICE

Ernest Wynkoop, Mgr.

June 13th marked the third-year anniversary of INEZ'S marriage. Wish LOUIS had been here, but let's see, Inez says they have lots to celebrate when he comes home — her birthday, Easter, Mother's Day, Anniversary, etc. Oughta be quite a celebration, don't you think? . . .

Ah, ah — and DEE PALMER has her hubby, KENNY, home, and Plomb has no Dee. Looks like she'll be headin' Kansas City way for a short time. Miss you, DeeDee . . .

Friday last the Inventory girls had a little pot-luck luncheon for BOBBIE FRAMBES in honor of her birthday. A nice gesture, girls, and it sounds like a lot of fun, too. Belated happy returns, Bobbie . . .

BRIDGES and MAXCEY do a pretty good job of keeping our girls in good spirits from day to day with some of the "novelties" they pick up occasionally. As I recall, the last little "ray of sunshine" they brought into our midst was a nice, black, gourg spider — only about 10 inches in diameter! . . .

This section of my column I want to dedicate to all the "squares" (those who are not hepcats):

If you really want to "live" and get in the groove, listen to this: Right now our city is fairly "rocking" with music from some of the biggest names in bands. Don't let this fun pass you by. Why you can "dig" Jimmy Dorsey at the Palladium, or Stan Kenton at the Aragon, or Jan Savitt at the Trianon. Then there's that Charlie Barnet man at the Casa Manana; Freddie Slack and the King Sisters at Slapsy Maxie's — and last but far from least, that top-notch combination of today, the King Cole Trio, having gone "big time" on us, at the Trocadero, no less! If I can't convince you, I bet MAXINE BLAZICK or JO FINNIE, FREDDIE CANDEJAS, JOE PONCE, RALPH SLOTTERBECK, or KAY LUCIEN can! But DON'T ask HUGH — because he talks a different language — Sammy Kaye, Sammy Kaye, S. K. (No offense, Hugh!) . . .

OVER 300 ATTEND THE PLOMB DAY SESSIONS

"TAGGIE" COATE is enjoying a much-earned vacation this week. Have fun, "Taggie"! **EILEENE HUSBAND** starts "vacating" Monday. Oh yes, and she and **RUTH** have hinted so much about Las Vegas that I almost believe 'em. Glad **LUCILLE BEHRENDT** is back. Looking better, too. You see, folks, Lucille was quite ill for a week, but now she's o. k. and we're all glad to have her with us again . . .

This business of riding street cars certainly is the worst. Yours truly tried it last nite — noticing that **JENNY, GEORGIA** and **SYLVIA**, all of the stockroom, were doing the same. I notice, too, that they had quite a bit of fun trying to keep track of one another . . .

JOYCE is back again after her husband, **PVT. JACK EFAW**, left for school in Texas. He is in some branch of the Army Air Corps . . .

Oh yes, what's this? Someone playing Romeo to Juliet in the Stockroom? Yep, sure 'nuff. Can't kid me — I saw that dozen of yellow roses, too!

Striking a serious note (Something I can do occasionally, really!) I hope you're all trying to put as much into this fight as our boys are doing. And don't ever forget those prayers . . . it's the least we can do.

'bye, Lucille Bozajian.

— BUY WAR BONDS —

"TOIL WORN HANDS"

There's a beauty in toil-worn hands,
In those that have done their honest share.

Be they marred or wrinkled or worn,
And owned by one who always works fair.

Now this beauty of which I speak
Is only appreciated and understood
To the fullest, by those who have toiled
And done each duty the best they could.

This beauty involves the following:
Love, Patience, Faithfulness, and Honesty I'm sure.

Fairness, Accuracy, Kindness and Experience—

And all good qualities that will long endure.

I'm happy and proud I own such hands,

For I found myself through such work.
And the friends I've gained I love so much,

And none of us ever try to shirk.

—A Plomb Tooler.

— BUY WAR BONDS —

ON HITLER'S GRAVESTONE: "THIS IS POSITIVELY MY LAST CLAIM TO NEW TERRITORY".

More than three hundred members of the Plomb team attended the two Plomb Day sessions Tuesday.

The two meetings were addressed by Morris B. Pendleton, President, Robert W. Kerr, Treasurer, and Charles Galbreath, Works Manager.

MBP compared the Plomb organization to a football team, stating that the quarterback never won a game single-handed and that a business organization was made up of four components, three of which formed the corners of a triangle, customers being the apex of the triangle, with investors and employees forming the base. Management, he said, occupies a strategic place in the center of this triangle, tying the other parts together, with mutual confidence between all groups as the basic essential to successful operation of the business as a whole.

Stockholders, he stated, were often misunderstood, but the fact remained that they provided the wherewithal that made our jobs possible in the first place, their investment being \$4,237.79 per employee.

In the post-war period, said MBP, ingenuity, resourcefulness and initiative would be the determining factors in the success of our operations.

Using an enlarged facsimile of the Pie Chart (printed in the Report to Plomb People) he analyzed the income and disbursements of Plomb Tool Company in an understandable and logical way.

CHARLES GALBREATH: Our Works Manager did a workmanlike job of presenting the facts about Production problems. He covered the question of Government Directives in an interesting manner as a preliminary. Followed by an explanation of incentive wage plans.

"Holding wage standards up while bucking competitive prices" said Galbreath, "is one of the real problems that will have to be met in the post-war period". He emphasized the idea that it is desirable that an operator develop more than one skill so that when a shortage of work occurs in one department the operator may be shifted to another department where his services may be utilized.

* * *

(The editor confesses that he got so interested in Charlie's presentation, that he forgot to take complete notes, a compliment to the speaker. Let's hope we may cover this, and other talks, more completely in a future issue of Anvil Chorus.)

PAT: "I'M IRISH AND PROUD OF IT."
SCOTTY: "I'M SCOTCH — AND FOND OF IT."

ROBERT W. KERR: Bob Kerr, our Treasurer, likened the management of Plomb Tool Company to the rudder of a ship which controlled its progress and direction — or the controlled power behind a dam.

"A man" said Bob, "who lacks physical and mental control becomes either an imbecile or a criminal, and without sound management a business soon is on the rocks".

He talked about the various departments of the business and how they worked together, of the inside distribution accomplished by our Distribution Service and Stockroom and the outside distribution handled by the Plomb sales force.

Again, we hope to cover more of Bob's subject in a future issue of Anvil Chorus together with the questions and answers which later were handled by each speaker, with the assistance of other department heads to whom many of the questions were referred. Those who participated in the question and answer session were Monte Mautner (who acted as group leader in this period), Freeman Kirwin, Bob Ringle, Sherman Miller, Glenn Crist, George Carlson, O. P. (Bill) Heald, Walter Saint, and Al Hawley.

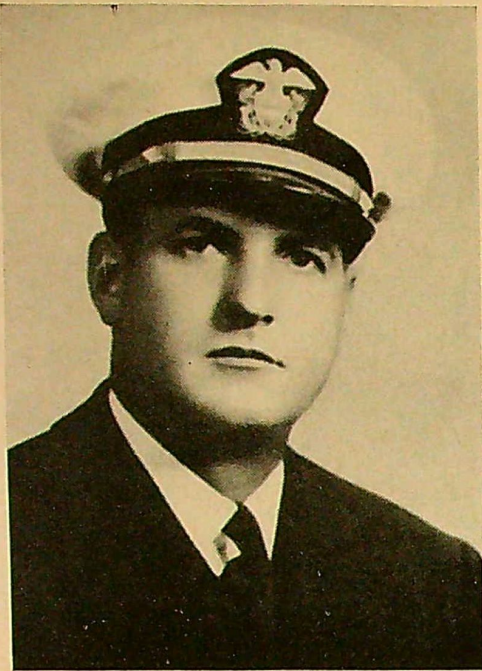
ONE OF THE HIGHLIGHTS OF PLOMB DAY

So far as the editor is concerned one of the real thrills of Plomb Day was the extemporaneous talk which MBP gave in answer to a question about negro employees at Plomb.

MBP asserted that there was but one measure by which a man or woman was judged at Plomb, and that was ability and adaptability. The question of whether a man is black, white, a catholic, a Jew, or a protestant, had nothing to do with his job. The only questions were: does he have the ability to hold his job? Does he adapt himself to his surroundings? Does he get along with the people he works with? Is he anxious to increase his skill, to become more versatile in the application of that skill so that his services may be utilized in several departments?

MBP complimented the Plomb Team on the manner in which they had cooperated with the colored folk in our employ and to the colored help he expressed appreciation for their cooperation.

He stated that Plomb Tool Company had, for some years, contributed annually to the Tuskegee Institute which was originally established to give the negro race an opportunity to render more and more valuable service to the country.



LT. "BILL" SMITH TELLS WHAT A FIGHTING MAN THINKS ABOUT

Dillon Stevens has just sent in word that Lt. William Hawes Smith, has been decorated with the Legion of Merit in recognition of his distinguished service in the landing of the American Army at Salerno and at the Anzio Beachhead. Lt. Smith entered the service in July, 1941, in command of a sub-chaser. He is now in command of an entire sub-chaser group.

For some time prior to his entrance into the service, Lt. Smith served in the capacity of Legal Counsellor for the Plomb Tool Company, through the law offices of Wm. M. Rains. He has many friends at Plomb, and they will be most interested in a letter Mr. Stevens has just received.

"The Anvil Chorus is my most faithful medium for news. It arrives regularly, no matter where I am and is most welcome for its editorials — and for its gossip about the gang. I was delighted to see my own name listed with all the others from the plant who are in the armed forces.

"In your last letter you ask whereof we think — what goes on in our bull sessions . . . Of first importance are our own attempts at being arm-chair Admirals, figuring out the grand strategy. This game we play particularly when we are with some of the Army, thereby forming our own combined strategy. Hot and heavy.

"The second major topic is when will we be back in the States? Will we be relieved, when will it be over if we aren't going to be relieved, and so on, ad infinitum. Then comes the piece de resistance — what are we going to do when comes the peace? We are all most interested in getting back to the States — and for the usual nostalgic reasons. Among these reasons: we want a hamburger and a milkshake.

"Included in these arguments is the question of domestic politics. Our Our opinions stem from three sources: personal mail, news magazines and our local "Yank" paper — "Stars and Stripes". The latter is a 4-page tabloid-size daily, with excellent war-front news coverage and well-culled press dispatches. It pulls no punches. As to the political scene, I believe any Gallup poll in America would be representative of our reactions here. We are Americans from every rank and region. War accentuates our emotions, but we reason as we did before. Our news comes to us as it did before. We conclude as we always have.

"Incidentally, I got a pretty chunk of ribbon a few weeks back, and the medal known as the "Legion of Merit" for some stuff my ship did at Salerno and Anzio. I honestly can't figure out why — but it's pretty.

"My best to all at Plomb." Bill.

(No. 3 in the New Series on Employee Dividends) MEDICAL EXAMINATION

Medical examination is furnished by the Company, without cost to the applicant. Its purpose is to prevent assignment of people to jobs for which they may not be physically adapted, and to safeguard employees against communicable diseases.

Former employees, and employees returning from extended leave of absence, are physically examined before reporting for work, and the company may request any employee to report for a physical examination at any time.

* * *

APPRAISAL OF NEW EMPLOYEES

It is the policy of Plomb Tool Company to check and appraise new employees 30, 60, 120 and 180 days after employment, and periodically thereafter. Supervisors are asked to rate employees on factors effecting their work, personal traits, spoilage, absenteeism and fitness for the job. This is done on an Approved Merit Rating Form.

If any employee rates poorly at the end of any period, he is informed of his shortcomings, and at the discretion of the Personnel Department is given an additional trial period. Failure to qualify at the end of any probationary period may result either in release from the company, or transfer to another department for an additional trial. Rate changes during the probationary period may be made if the employee's progress warrants it. Every consideration and means of assistance will be given employees to help them succeed.

WATCH SPECIAL SOUVENIR NUMBER OF ANVIL CHORUS FOR

PLOMB FAMILY DAY TO BE ISSUED NEXT WEEK

CHICAGO NEWS

K. Thorson

DICK SLINING arrived from the Great Lakes Training Station after finishing his Boot Training, to pay us a visit. He looks good in his uniform and he feels fine after losing eight pounds. He said, and I quote, "Nothing beats the Navy". We all miss his presence here at the plant, but our loss is the Navy's gain.

BOB SLINING wrote and said that all was well in the Army Air Corps. He is getting along nicely and feels that "Nothing beats the Air Corps". Take your pick fellows!

EMILY SMETAK also sent us a letter letting us know how life is on the farm. Emmy is enjoying her stay at home very much. We are all looking forward to her return to the office and as our reporter.

EMMA TOLLEFSON, after undergoing an appendix operation last week, is doing fine. We hope to see her back on the job soon again.

OTTO RIIS informs me that some of our boys are going to get together for a golf tournament. Let's all hope it works out.

JERRY ARSIER tells me he has a brother-in-law, PHILLIP SOZZOLA, working in the machine shop at the Los Angeles plant. He wants to say hello to Phil through our column. "Hello Phil" — Jerry.

MICHAEL SMITH and WALTER SEJSKAL are two of our new employees. Welcome boys.